

## AN EMPLOYER'S GUIDE TO DETERMINING SOCIAL SECURITY COVERAGE BY TEACHER TYPE

Term	Definition
<b>CTRS</b>	Connecticut Teacher's Retirement System
<b>EXTRA DUTY ASSIGNMENT</b>	Includes coaching, advisors, curriculum development, etc... these are earnings not subject to CTRS contributions.
<b>PART-TIME TEACHER</b>	Any teacher, part-time or substitute, who works less than half-time capacity for anything less than a full school year. In other words, teachers who are not CTRS eligible. For more information on this definition, contact the CTRS.
<b>MEDICARE</b>	Medicare tax coverage applies to any and all of your employees who were hired after March 31st, 1986. This also applies to retirees because <b>retirement is always a break in service for Medicare purposes.</b>
<b>218 AGREEMENT - SOCIAL SECURITY COVERED</b>	An agreement entered into between the Social Security Administration and the School District or City or Town to include it's employees in FICA (SOCIAL SECURITY & MEDICARE). These agreements have been in place since the 1950s and cover certain classes of workers and exclude others. You can find out whether you have a part-time exclusion by contacting Jeffrey G. Bieber of the State Social Security Administrator's Office at 860-702-3524.
<b>1991 MANDATORY SOCIAL SECURITY COVERED</b>	Beginning July 2, 1991, FICA coverage (Social Security and Medicare), became mandatory for all State & Local government employees who were not already FICA covered under a Section 218 Agreement and who were not members of a public retirement system (Section 11332 P. L. 101-508 (OBRA) 1990). For more information, contact I.R.S. Federal, State & Local Government Specialist Phyllis Ann Burnside at (401) 525-4205.

TEACHER TYPE	CTRS Eligible	CTRS Contributions Deducted	218 AGREEMENT NO PART-TIME EXCLUSION - SOCIAL SECURITY COVERED	218 AGREEMENT PART-TIME EXCLUSION -1991 MANDATORY SOCIAL SECURITY COVERED	Mandatory Medicare Tax - hired after 3/31/1986
FULL TIME	Yes	Yes	Not Applicable	Not Applicable	Yes
PART-TIME	No	No	Yes	Yes	Yes
RETURNING CTRS RETIREE	No	No	Yes	No	Yes
EXTRA DUTY ASSIGNMENT - YOUR FULL TIME EMPLOYEE	Yes	No	Yes	No (1)	Yes
EXTRA DUTY ASSIGNMENT - NOT YOUR FULL TIME EMPLOYEE	Yes	No	Yes	Yes (2)	Yes

(1) The IRS regulations 26 CFR 31.3121(b)(7)-2(c)(2) point out that an employee who is a member of a retirement system with respect to services performed in one position for a State, political subdivision, or instrumentality of a State, is generally treated as a member of a retirement system with respect to services performed for the same State, political subdivision, or instrumentality in any other position. One of the exceptions to the rule is when a position is one covered by a 218 AGREEMENT. In this instance, the position is EXCLUDED under the 218 Agreement and the employee is a member of CTRS - thus the 1991 Mandatory Social Security Coverage rule does not apply.

(2) 1991 Mandatory Social Security applies because even if the teacher is an eligible member of the CTRS (the second town also participates in CTRS), the additional extra duty job is with a different entity and therefore covered under mandatory rules.